



Local 300

Mail Handler News

National Postal Mail Handlers Union, AFL-CIO

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THE TIME FOR POLITICAL ACTION IS NOW!!!

We have the right and the ability to vote for our elected leaders. Not only do we have the ability to vote, but to make our voices heard. These rights should not be taken for granted. The working families of this country made a difference on Election Day last year, because organized labor voted in 2006. We can all make a difference each year by voting in each and every election.

There are many issues on Capitol Hill right now that directly affect you and your job such as:



Privatization, Windfall Elimination Provision, Government Pension Offset, and Premium Conversion.

We can do our part to ensure that we are affected by positive changes on Capitol Hill.

Let your members of CONGRESS know that you vote and you're a Mail Handler! Did you know that you can directly contact your elected leaders? You can easily contact your members of Congress from the internet.

There is a link on the Local Union webpage (www.local300npmhu.org) and the National Union webpage (www.npmhu.org) for the **NPMHU Legislative Cen-**

ter. Here you can find information on Mail Handler issues that are being discussed on Capital Hill right now. You can also find out who your elected leaders are and how to directly contact them by email or from a form letter ready for mailing on

specific issues. You can also sign up for ACTION ALERTS. The NPMHU will alert you when you need to contact Congress immediately about an impending issue. It only takes a few minutes to contact Congress and let them know that you're a Mail Handler and you vote!

Another major part of us being politically active is the NPMHU Political Action Committee (PAC) Fund. All Mail Handler Union Members are encouraged to join the PAC. The PAC Fund contributes

to campaigns of candidates and incumbents of Congress who repeatedly demonstrate that they are labor friendly. The PAC is non-partisan in its operations, contributions are given to candidates and incumbents of Congress in all parties (Democratic, Republican, Independent, etc.) The fund is financed completely through voluntary contributions from members. In accordance with federal law, no Union dues can be used to contribute to the PAC.

Your Union needs your active involvement in contributing to the Political Action Committee and **YOU NEED TO BE ACTIVELY INVOLVED TOO!** Your PAC contribution



(Continued on Page 3)

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President's Report

By Paul Hogrogian

These remain very busy and critical times for Local 300 and the National Postal Mail Handlers Union. The following is an update on some of the most crucial issues confronting us.

SUBCONTRACTING/ **OUTSOURCING**

A major problem facing our Union is the Postal Service's continuing efforts to subcontract mail handler work to low paid, non-union, private contractors. The Postal Service has proposed several subcontracting programs.

The Postal Service has already subcontracted the NJI & BMC's "093" (Iraq/Afghanistan) military mail operations. Local 300 filed the necessary grievances protesting this action. The Union appealed the grievances through the Grievance/Arbitration procedure and the case was heard in arbitration before Arbitrator Robert Tim Brown. Although Arbitrator Brown ruled that the Postal Service failed to follow the proper procedures in subcontracting the mail in question, he refused to rightfully return the work to career postal workers. However, Arbitrator Brown did award the Mail Handlers at the NJI & BMC a **"substantial financial remedy."** Local 300

representatives are meeting with postal officials from the NY Metro Area to negotiate the monetary remedy. If the parties cannot agree on the financial remedy, the case will be returned to the arbitrator for his determination.

The Postal Service at the NJI & BMC had also proposed to subcontract the remainder of the military mail. Local 300 representatives met with postal officials from the NY Metro Area, Northern NJ District and the NJI & BMC and submitted proposals through which the work could be continued to be performed "in-house." National President Hegarty also met with postal officials at the national level on this issue. President Hegarty also testified before congress on the subcontracting issue in general with specific attention given to the military mail subcontracting proposal. Union representatives, both at the local and national levels, met with many members of Congress concerning the subcontracting of military mail.

Representative Albio Sires (D-NJ) took an especially active role in this endeavor.

Local 300's efforts proved successful. NY Metro Area Manager of Human Resources Alice Newman notified Local 300 in an August 6, 2007 letter that **"...after due consideration, including input provided by the union...we have decided not to pursue subcontracting the 090-092,094-098 Military Mail Operation at the NJI&BMC."**

While Local 300 is pleased with this response, we are well aware that the USPS can change their position on this issue at any time.

The Postal Service has also recently subcontracted a nationwide series of air mail and terminal handling operations including the "Ball Deck" operations at the NJ L&DC in Kearny, NJ. Grievances challenging these actions have been filed.

Newark AMC was not on the first list of Air Mail Facilities to be subcontracted. However, Local

(Continued on Page 4)

Political Action *(Continued from page 1)*

will assist candidates who will work to ultimately protect the wages and benefits of all mail handlers.

Our PAC membership is growing each year. We invite you to join the NPMHU Political Action Committee, and to help grow our PAC even larger during 2007.

Your contributions will also be entered in to the incentive award program that entitles you to awards based on your contribution level. There are five distinct PAC membership levels and awards. More information about how to join the PAC, can be found in the centerfold of this newsletter. **JOIN THE PAC TODAY!!!**



President's Report*(Continued from Page 3)*

300 has been advised that this may change. Local 300 has been working with other postal unions and elected officials (**especially Representative Donald Payne (D-NJ), who represents parts of Newark**) to pressure the Postal Service to keep this work "In-House."

Local 300 will continue to use all resources at its disposal to fight the unwarranted subcontracting proposals put forth by the Postal Service and to ensure that the rights of our members are protected.

AREA MAIL PROCESSING (AMP), REASSIGNMENTS AND EXCESSINGS

The Postal Service continues to implement a nationwide program to consolidate certain mail processing operations among its many mail processing facilities. The Postal Service has proposed to consolidate operations at over forty (40) installations across the country, unfortunately; those installations under Local 300's jurisdiction are not immune to these changes.

The Postal Service has previously consolidated the Monmouth P&DC's outgoing operations and certain incoming operations into the Kilmer and Trenton P&DCs. The Postal Service had originally proposed to excess thirty three (33) Monmouth Mail Handlers to other installations (with their seniority). However, through the efforts of Local 300 representatives, the number of excessed Mail Handlers was

reduced to twenty three (23).

The Postal Service has also already consolidated the Newark P&DC's outgoing operations and certain incoming operations into DVD. The Newark AMC facility has remained open and part of the Newark Installation. Through the efforts of Local 300 representatives, the number of excessed Mail Handlers was greatly reduced by negotiating additional positions at the AMC and by soliciting senior Mail Handlers to volunteer to be reassigned in lieu of junior excessed Mail Handlers. **Representative Donald Payne (D-NJ), who represents parts of Newark, worked closely with Local 300 and other postal unions in minimizing any adverse effects on our members.**

The Postal Service has also proposed to consolidate certain mail processing operations from the Bronx into Morgan P&DC.

Local 300 representatives have been working together with other postal unions and community groups, as well as enlisting the assistance of our elected government officials in fighting these unjust and unwarranted actions. Congressman Jose Serrano (D-NY) who represents parts of the Bronx has been extremely helpful in this regard.

Local 300's officers and stewards, as well as our representatives at the National Office, will continue to do everything in our power to protect the interests of all Mail Handlers.

TRAINING

Local 300 continues to implement its aggressive training programs. Local 300 has recently conducted successful "Arbitration Advocate",

"LMOU-Local Negotiations" and "Basic Shop Steward" training programs presented by National Shop Steward Trainer Sam D'Ambrosio and myself.

"Casual in Lieu" Training is scheduled for November of 2007 and **"FMLA" training** is scheduled for early 2008. New stewards will receive "Basic Shop Steward Training" in January or February of 2008.

Plans are also underway for several other trainings to be conducted throughout the coming year.

FINANCES

Local 300 has continued to reduce our expenses while providing quality representation to our members. We continue to build up union funds to ensure that Local 300 will be able to continue to function while we face the problems that lie ahead.

RI 399

Local 300 NY State Executive Board Member Larry Hill is a member of the National NPMHU RI-399 Advocacy Team. RI 399 arbitration hearings are once again being scheduled in front of the new RI 399 arbitrators. Hearings will be scheduled for Mid Hudson, Mid Island and DVD and for other installations within the jurisdiction of Local 300.

NATIONAL REASSESSMENT PROCESS / OWCP

The Postal Service has informed the National Postal Mail Handlers Union (NPMHU), both at the national and local levels, of its intentions to

(Continued on Page 12)



Vice President's Report

By Robert "Bobby" Blum

This Newsletter's front page headline says "**The Time For Political Action is Now!!!**" Well the time for political action is not only now but on a never ending basis. This is an effective strategy in dealing with the Postal Service's management who have seem to forgotten that we are a **Service**. This is exactly the strategy Local 300 as well as the National Postal Mail Handlers Union has undertaken. Throughout this newsletter you see pictures of Union Officers with Senators and Congressional Representatives. Without these initiatives in garnering elected Officials support, management would feel there is very little holding them back in implementing their long range goals of complete outsourcing and privatization. What's missing in our strategy is your participation. As I wrote in the previous newsletter but well worth repeating, every email, phone call or letter an elected official receives they consider that equivalent to fifty voters. If every Member of Local 300 took political action on an issue that would be the equivalent of well over 300,000 voters! No elected official would be ignoring that! How you go about being a Political Activist is explained on the cover story. Some of the arguments to be made against outsourcing and privatization include the loss of decent middle class jobs.

Mail Handlers and other career postal employees are permanent, professional and a well trained work force. The use of temporary, non-career employees with low pay and benefits causes major concern related to homeland security and safety especially with subcontracting of military mail and positions at airport facilities. These temp workers do not have the same commitment or training required to serve the public properly. The Postal Service also has a high percentage

of Veterans, who receive preferential hiring consideration. Private contractors do not follow these guidelines but even if they did, these jobs do not provide career positions with decent pay and benefits returning Veterans deserve.



"We've decided to lighten your load by outsourcing your job."

Some of the other issues well worth pursuing include, "**Do Not Mail**" Legislation. In legislature of some states, there are bills that have been introduced that would create registries that would prevent mailers from sending direct mail to those who sign up. Standard mail makes up a significant portion of what we do. The NPMHU fervently opposes any legislation that would create "Do Not Mail" lists. This issue directly affects our jobs, wages and benefits because we would lose volume and revenue then in turn the distinct possibility of closing of post offices, less than six day delivery and reduction in Mail Handler positions.

Until postal reform legislation was enacted about a year ago, federal and postal workers were treated the same when they got injured while on duty. One provision of postal reform caused postal employees to be treated disparately from other federal workers when a three day waiting period was instituted before the forty-five days of continuation of pay (COP) can begin. A postal employee is forced to use annual or sick leave if they want to be paid for this period. The fairy tale told was that this would result in significant cost savings. Instead all it has done is punish those of us who through no fault of their own are injured on the job by forcing them to use earned sick or annual leave.

This past May the Postal Service underhandedly eliminated all classes of mail that fall under the category of **International Surface Mail**. This was the service that used ships to transport mail, packages, books and other items around the world at rates far less expensive than air transportation, which is now the only way to mail items internationally. This has had a profound affect on working class and poor people who cannot afford the high price of air rates. Additionally small business, schools, libraries, community service groups, houses of worship and charities are among the many no longer able to ship because the elimination of this service has tripled or even quadrupled the cost. Mail Handlers have been directly affected also. There has been a deep drop in the volume of international mail processed at the New Jersey International & Bulk Mail Center in Jersey City where 1,000 Mail Handlers are employed. Local 300 is an organizational signatory to the efforts to having the Postal Service reinstitute **International Service Mail**.

Other things going on include the pending

(Con't on Page 21)



Treasurer's Report

By Kevin Tabarus

The status of Local 300's financial situation continues to improve with each day. Since I was appointed to the position of Treasurer by the Executive Board effective July 1, 2007, changes have been made to improve our financial situation even more.

The manner in which payroll was processed has been consolidated. Previously, steward salary and payment for New Member Sign-Ups (at \$20 each), were paid separately on a quarterly basis. For example, steward salary would be paid in May for the 2nd quarter and New Member Sign-Up Bonus would be paid in June for the 2nd quarter. The old method amounted to these payments being made eight (8) times a year. Now these expenditures have been consolidated onto one payroll check for each quarter. Therefore, these combined payments will be made only four (4) times a year. (The next payment for Steward Salary and New Member Sign-Ups is scheduled for the first payday in December.) This has resulted in a long-term savings to the Local. There are transaction fees for each salary check, as well as postage, etc. This will save the Local hundreds of dollars a year.

Treasurer's duties are not to just simply pay bills for the Local's expenses and deposit checks in the bank account. The Treasurer should review, assess, and recommend on all matters regarding the finances.

Since July, there has been a major review of the Local's recurring expenses. An expense that all of our branch locations incur each month is for the telephone. Many of the phone bills for the branches were reviewed and it was discovered that the Local was being billed for many unnecessary charges. To obtain the savings, unnecessary charges were removed from the accounts. Many branch locations were simply set up on the incorrect calling plan. Due to the review and readjustment, the Local is now saving hundreds of dollars a month.

Other recent cost savings were obtained by negotiating lower costs for internet services in some branch locations. This resulted in additional savings on these expenses.

The branches have been frequently apprised

on the status of Local 300's membership. From information provided by the National Office, Local 300 Membership Reports are distributed to each Branch office. Recently, the amount of members within Local 300 dropped to less than 6,300. In fact, as of Pay Period 22 of 2007 we have 6,265 members (not counting associate members).

A new filing system has been utilized for Local 300's key financial records. The previous filing system was antiquated. Now our records can be easily reviewed by any future auditors. Now we must ensure that we have all necessary forms ready for inspection for government agencies, upon request.

Other new systems and procedures have also been put in place. Steward salary & New Member Sign-Ups are being tracked to avoid accounting errors. Each request for reimbursement is being logged and recorded upon receipt. With these new methods in place payroll and expense processing will be much more efficient and reduce unnecessary costs.

With membership in a slow but steady decline, the Local shall remain steadfast in cost cutting measures. Currently, **Local 300's assets have continued to increase and our expenses have continued to decrease**, when compared to the same period last year.

We will continue to explore other means to reduce our recurring monthly expenses. This Union must have the financial resources "in the bank" to be prepared for the rocky road ahead. As a craft we will face challenges from management. We will be faced with adverse actions in which management will look to force a negative impact on the craft. By maintaining these financial resources, we will be able to **fight back with all our might**. Management knows that this Local has the financial resources to go to arbitration when warranted. With maintaining the Local's improving financial situation, Local 300 will never say that we do not have enough money to arbitrate a grievance or to fight back against management's unilateral adverse actions.

In closing, don't forget to **VOTE in every ELECTION**, from the U.S. Presidential election to

(Continued on Page 12)

STRENGTHENING OUR PARTNERSHIPS

By Linda Yancey

Recording Secretary & Chair-Local 300 Women's Caucus

Freedom is never granted, it is won. And justice is never given, it is extracted. That's the history of the Women's Movement, the Labor Movement, and Volunteer Organizations. History is built upon the frustrations, sweat and the death of men and women who hungered for change.

The Women's Movement promoted the aspirations of women and taught them to embrace those aspirations. The women's movement played not only a key role in a woman's rights to vote, but also help put forth legislation for fair wages for women,



provisions for child care services, and a woman's right to choose; all important aspects for a woman to be able to be financially, socially and economically independent. The Labor Movement promoted democracy, strength, and leadership. Like the women's movement, the trade unions provided social uplift, and have been a haven for the dispossessed, the despised, the neglected, the downtrodden, and the poor. The Labor movement has a phenomenal work record. For it was on the backs of Labor; that pension funds, medical benefits, and workers rights were established. Volunteerism played an important role in both movements because without it, no woman, man, or child would have prospered. Volunteering brings awareness, new ideas, and the hope of a new direction. That's what makes all of these socially principled

organizations so great, they serve to protect.

Diversity is a fact of life. Although these organizations have made significant improvements in peoples lives, a scaring still remains at many levels of our humanity. For too long now, there has been a downward trend in what is "politically correct". In fact, as a nation, we have been so "politically incorrect" for so long; that anything negative, harmful, or repulsive is deemed as normal, "a sad fact indeed". As a people and a nation, we may be defined through our history but we are not condemned to the (negative) parts of the past. We've overcome adversity and with the help of the labor movement and the women's movement, (organizations that have long been catalysts in focusing attention on a "larger conversation" about our history and our future) we've successfully protested and gotten legislation passed protecting ones gender, race, religion, and disabilities. These groups have demonstrated against the denigration of women and have helped in passing legislation regarding gun control, stalking and domestic violence. Through awareness, what these very outspoken groups have taught us is that, any negatives placed upon any human being harms the integrity of us all. Today, with all the advances we have made in social democracy we are seriously in danger of taking a giant step backwards in time, because people are turning a blind-eye to our moral responsibilities. Today's issues are more complex then ever and as we all continue to make our "personal" successes a fact of life, there is still much work

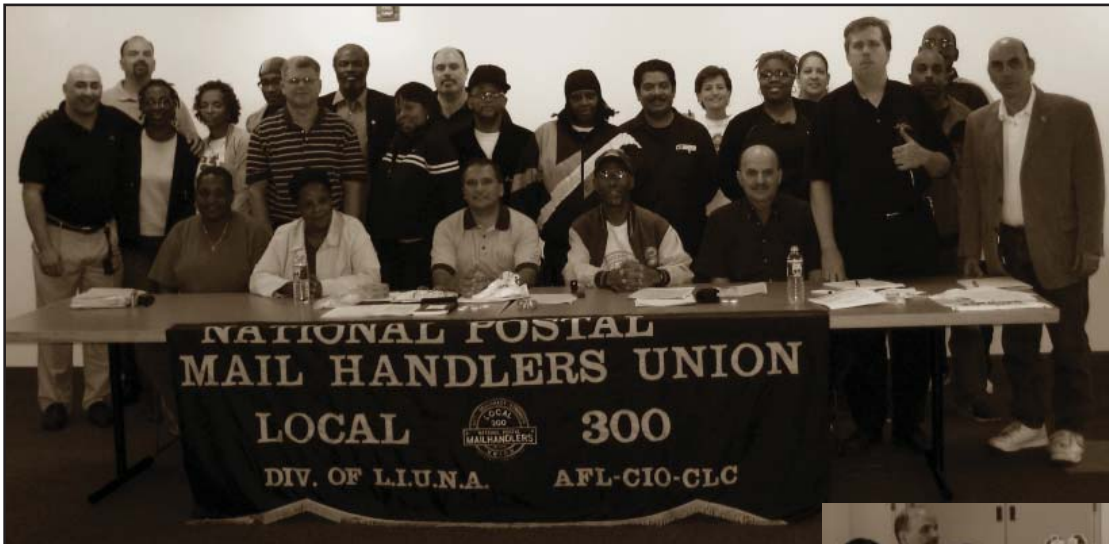
to do social and economically. We don't want to be so narrow-minded that we ignore or deny the challenges that still remain.

As women, although we have successfully stepped out of the shadows of our male counterparts (inside and outside the board rooms) it is a sad fact that women continue to be the target of many abuses. Every 60 seconds a woman is the victim of domestic violence, and sexual assault and sexual harassment are on the rise. As for children and working families, every 3 minutes a child is the victim of child abuse. 40 million people in the United States do not have healthcare (9 million of them are children) and according to the U.S. Census Report, another 37-1/2 million people in the United States live below the poverty level. Additionally, more than 1/3 of the U.S. population (under the age of 65) went without health insurance for the better part of the last two years. In the job market, companies continue to downsize and outsource our jobs. Therefore, a man or woman will enter the unemployment lines and families are sometimes ultimately rendered homeless. (Not to mention the homeland security concerns that this may bring to our nation, when they outsource these jobs). The wages and earnings of working Americans are at a 5-year low.

There is one thing we all must realize, if we don't have a love of people and a love of country we can't keep democracy alive. We should not allow the clock to be turned back on race, gender, education, civil rights; child care, affordable housing

(Continued on Page 22)

Local 300 Branch Membership Meetings



On September 29, 2007 the New York City Branch of Local 300 held their general membership meeting. Local 300 President Paul Hogrogian discussed ongoing national and local issues. NYC Branch President Willie Delgado presented his report on the issues at Morgan and all other stations in Manhattan.



On September 15, 2007 the Stamford Branch of Local 300 held a General Membership Meeting at the VFW in Westport, CT. The meeting was a special event, since it honored the members that had retired within the last year. The membership was proud to honor and recognize the three members that had retired:

Patrick Queally, Robert Gudger, and William Friedman.



Local 300 Branch Membership Meetings



On October 23, 2007 the ISC/JFK Branch of Local 300 held their general membership meeting. ISC/JFK Branch President Stan Howard presented his report on the issues at the installation. There were numerous issues addressed and discussed. New business discussed included: Bid Withholding, Retro Bids, FMLA Certification, A Hanging Noose Incident, Safety, Political Action (PAC FUND) and an open forum for the members.



On July 18, 2007 Stewards from the New York City Branch of the Local 300 conducted a Stewards Training Session at Local 300 Headquarters. Grievance Processing and Contract Administration were discussed in detail. Steward meetings have often been found to be productive as ideas and experience are shared benefiting the stewards and ultimately you the member on the workroom floor. (l-r) Joseph Corsino - FDR Station, Irene Sanchez - Wall Street Station, Alan Hall - Peck Slip Station, Wilfredo Delgado - New York City Branch President, Joel Greenbaum - Gracie Station, Donell Kearse - Times Square Station, & Herman Trevathan - Morgan P&DC



On October 20, 2007 the members of NYL&DC had their membership meeting. Agenda items discussed were: the New Contract raises, Local Agreement Negotiations, Class Action grievances, Holiday details, OTDL, and more.



Local 300 Member Events & Social Activities

Mets Games

On August 28th members of Local 300 along with there families enjoyed a night game at Shea Stadium. Even though the Mets lost to the Dodgers that night everyone in attendance seemed to enjoy the beautiful summer night. Before the game Local President Paul Hogrogian along with State Rep Tom Ruther received a spirit award from the Mets recognizing the many years that we have planned this outing. Due to a change in the original game time from the Dodgers game many members went to a make-up game on September 16th against the Phillies.



Staten Island Yankee Game

On July 6, 2006 members from Local 300 watched the Staten Island Yankees vs. the Brooklyn Cyclones. The tickets for this event were subsidized by Local 300, resulting in lower ticket cost for the members. In addition an additional discount was provided by the Staten Island Yankees, each ticket cost only \$3.00



Local 300 Member Events & Social Activities

A "RYE" GOOD TIME!

By: Stanley Howard and Linda Yancey

On August 19, 2007, Local 300 members and their friends and family gathered together at Rye Playland Park in Westchester County, for the Local 300 Family Picnic. Hundreds of members gathered together for rides, food and whole lot of fun. The member friendly event, had the Local 300 Coordinating Team of Stan "The Man" Howard - Branch President of ISC/JFK, Linda Yancey - Recording Secretary for Local 300, and Trevor Stuart Branch President of Flushing; canvassing the branches throughout the Tri-state area, serving up some team spirit for the event, coordinated bus transportation and provided the music in the private picnic pavilion for our entertainment. Also, a big thanks to Teresa Mollica (Bronx Steward) & Joe Palau (NYC Steward).

At the family friendly event everyone was eating flavorful hot dogs, burgers, barbecue chicken, ice cream, sweet watermelon, and more. Mail Handlers and their families entering the family friendly park played "free" miniature golf, arcade games and enjoyed the various rides and amusements.



Members enjoying the food at the Picnic Pavilion



Stanley Howard canvassing the Newark facility with Shop Steward Gloria Bailey, and Newark Branch President Steve Craig



Below - Linda Yancey & Joe Palau



Pictured at Left - Tina Crenshaw (NJL&DC Steward) who also helped organize the event & Linda Yancey (Recording Secretary)

President's Report*(Continued from Page 4)*

implement Phase II of its National Reassessment Process. The program is intended to develop work opportunities outside the Postal Service for employees who have sustained job-related illness or injury (IOD).

Phase II has been already implemented in the Westchester, Northern NJ and Connecticut Districts. The NYC, Central NJ, Triboro and Long Island Districts will be implementing Phase II in the near future.

Local 300's efforts have been successful so far in keeping any of our members out of this program.

Both Local 300 and the National Union will continue to closely monitor the situation and take whatever action is necessary to protect our members.

Should any Mail Handler receive a letter stating that they are to be included in the National Reassessment Process; Local 300 Headquarters should be contacted immediately.

**NEW AUTOMATION/
CRAFT JURISDICTION**

The USPS had previously issued its craft jurisdiction determinations for the duties associated with the Automatic Induction (AI) and Automated Tray Handling (ATH) systems on the AFSM-100, as well as for Automated Package

Processing System (APPS). The Mail Handler craft has been designated the primary craft for most (almost all) of the functions on these machines.

These were major victories for the NPMHU and for Mail Handlers across the country. These jurisdictional designations have secured hundreds of positions for the Mail Handler craft.

The NPMHU will now turn its focus to the **Flat Sequencing System (FSS)**. While the USPS has not yet made a craft designation determination for the FSS, the NPMHU is hopeful that the work in question will once again be awarded to the Mail Handler craft.

**2008 NPMHU NATIONAL
CONVENTION**

The 2008 NPMHU National Convention will be held August 11-16, 2008 in Orlando, Florida. Delegates to the convention will vote on amendments to the National and Uniform Local Union Constitutions and on various other resolutions. The delegates also nominate and vote on candidates for the National Executive Board (NEB), which includes the National President, the National Secretary-Treasurer and the five (5) Regional Vice Presidents.

Local 300's Local Union Council will determine at its November meeting the number of delegates to represent Local 300 at the Convention. The delegates

must be chosen in an election governed by rules adopted by the National Executive Board. The nominations meeting will be held in January 2008 and the entire election process must be completed by March 19, 2008.

**LOCAL 300 LOCAL
ELECTIONS**

Local 300 will also be conducting its elections of Local Officers in early 2008. Members will be voting for the Local Executive Board, which is comprised of the Local President, Vice President, Treasurer, Recording Secretary and the three (3) State Executive Board Members. In addition, those branches which have 50 or more mail handlers will be electing Branch Presidents.

The nomination meeting will be held during April 2008 and the entire election process should be completed in June or July of 2008.

Local 300's Executive Board urges all members to exercise their right and vote during these very important elections.

I would like to take this opportunity to wish all Local 300 members and their families a Happy Thanksgiving, Happy Holiday Season and a Happy and Healthy New Year.

Paul Hogrogian
President
Local 300 NPMHU

Treasurer's Report *(Continued from Page 6)*

the PTA in your community. Also, be a POLITICAL ACTIVIST, contact Congress and let them know you're a Mail Handler and you vote!

Remember there are two (2) major elections

for Local 300 coming up, (National Convention & General Officer Election) don't forget to exercise your right to vote as members of Local 300.

"Happy Holidays to All!!!"
Kevin Tabarus, Local 300 Treasurer



Local 300 Mail Handlers Union “Moving Forward”

**By: Wilfredo Delgado
NYC Branch President**

Local 300 is moving forward, and taking the necessary steps to organize our members. At a time when we face challenges due to the downsizing of work sites and increased automation, the work of this Union is more important than ever before. The business section of every newspaper has countless stories of layoffs and downsizing in industries across the country. The push by postal management to do more with less is now the rule of thumb. Our members are feeling the effect on a daily basis.

It is the Union's responsibility to address these issues effectively and aggressively enforcing our contract. This Union has taken significant steps forward to deal with management's attacks. Let us not lose sight of the fact that management will not give us anything. Remember that **union sisters and brothers have fought for what we have today.**

This Union is what stands between management and our craft, to protect our bargaining rights. In the absence of an organized Union, the void left behind would be disastrous to our craft. Without the Union we would all be casuals, hired and fired at will by management, with no ability to fight for wages, benefits or respect.

At times, it looks like an uphill struggle but when we look back at where we are as a craft, from where we were before the Postal Strike of 1970, we can't

take for granted the efforts made by those that were willing to risk their jobs for what we have today. They took it upon themselves to fight management for respect and a decent wage and benefits. The wildcat strikes in 1978 at BMCs (Bulk Mail Centers) greatly improved safety conditions, where there were numerous deaths and injuries occurring each year.

According to the government's Bureau of Labor Statistics, survey show that the majority of U.S. workers would join a union if they could. Why? **Because, union workers earn higher wages and get more benefits than workers without union representation.**

No one can dispute the fact that history proves that unions have succeeded in improving the lot, not only for workers, but for companies and the country as well. **Unions have successfully fought for job security, better wages and working conditions, and created opportunities for advancement.** Don't forget that Unionism is a right that has been fought for over decades of organized efforts, and this right must be protected.

For those of us old enough to remember the fight for Civil Rights and Social Justice in the 1960's, and the

anti-war movement in the 1970's, the effect on our society by men and women organizing to achieve a common goal is quite clear. **Good organizers never give up – they force the opposition to do that.**

We now ask that our members get actively involved in the process, by reading the information distributed by the Union, discussing the daily issues on the work floor, contacting the Union with suggestions in how to better represent our members, submitting agenda items for local labor/management meetings, identifying contractual violations by management and attending Union meetings. **We thank all our members who have been actively involved,** and are willing to stand up and help protect our jobs and our bargaining rights. **The job you save may be your own.**

We need to stand together to build a strong Union, and need active members to achieve our goals.



Wilfredo Delgado (center) @ NYC Branch Membership meeting

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NOTICE CONCERNING PAC CONTRIBUTIONS...

Contributions to the Mail Handlers PAC are not deductible as charitable contributions for purposes of federal income taxes. In addition, federal law requires that the Mail Handlers PAC report to the Federal Election Commission the name, mailing address, occupation, and name of employer for each individual whose contributions in any calendar year total in excess of \$200. Please also note that the Mail Handlers PAC has political purposes, and that all members have the right to refuse to contribute, and the right to revoke their authorization for any continuing contributions, without any reprisal.

You can make your PAC contribution by bi-weekly salary allotment through PostalEASE
You can use this page as a worksheet

PostalEASE BY TELEPHONE:

Dial 1-877-4PS-EASE -- (877-477-3273)

Press # 1 for PostalEASE

When prompted, enter your eight-digit USPS employee identification number.

When prompted again, enter your USPS PIN number.
(This is the same as the PIN number you use for telephone bidding and/or other payroll allotments.)

When Prompted, Choose Option # 2 (to select payroll allotments)

Then Choose Option # 1 (to select allotments)

When prompted Press #2 to continue

When prompted Press #3 to add the allotment

When prompted for the routing number enter

054001220

When prompted for the account # enter the following:

11260001 _ _ _ _ - _ _ _ - _ _ _ _

(the last nine digits of your account number is your social security number – this information will allow us to identify you as the PAC contributor).

Press #1 if correct

When prompted Press #1 for “checking”

When prompted, input the bi-weekly dollar amount of your PAC allotment.

Press #1 if correct

When prompted Press #1 to process

You will be provided a confirmation number as well as the start date for the salary allotment.

For your records:

Record the confirmation number _____

Record the start date of the salary allotment _____

Press #1 to repeat or Press #9 to end call

PostalEASE on the WEB:

To initiate your bi-weekly PAC contribution on the web, simply go to www.liteblue.usps.gov

Enter your eight-digit USPS Employee ID Number and your USPS PIN

Follow the link to PostalEASE – you will again be asked to enter your Employee ID Number and USPS PIN

Follow the link for PAYROLL- Allotments/NTB
Continue to the ALLOTMENTS section

Your ROUTING TRANSIT NUMBER is: 054001220

Your ACCOUNT # will be:

11260001 _ _ _ _ - _ _ _ - _ _ _ _

(the last nine digits of your account number is your social security number – this information will allow us to identify you as the PAC contributor).

For ACCOUNT TYPE – please select “CHECKING”

When prompted, please input the AMOUNT that you would like to contribute to the PAC each pay period.

To process your PAC allotment, you will need to select the VALIDATE button, and to finalize the transaction, please select SUBMIT. Be sure to print out a copy of the confirmation page for your records.

NPMHU Legislative Conference

for the 110th Congress Washington, DC - May 2007



Above (l-r): Paul Hogrogian - Local 300 President, John Hegarty NPMHU National President, Senator Joseph Lieberman (I - CT), Tom Ruther - Local 300 CTSEBM, and Bob Losi - NPMHU National Assistant Legislative Director



NEB Members Paul Hogrogian VP Northeast & Sam D'Ambrosio - VP Eastern Region



Pictured at Left: Tom Ruther - Local 300 CTSEBM, & CT Congressman Joseph Courtney (D-2nd)



NJ Senator Frank Lautenberg (D) and Paul Hogrogian Local 300 President



Above: Tom Ruther - CTSEBM, Bob Losi - National Assistant Legislative Director, MA Senator Ted Kennedy, John Hegarty - NPMHU National President, and Paul Hogrogian - Local 300 President



At Left: Bob Losi - Nat'l Asst. Leg. Dir., CT Cong. Christopher Murphy (D-5th), Tom Ruther - CTSEBM, & Paul Hogrogian - Local 300 President

Local 300 Politcal Action at Home

Right: Kevin Tabarus - Local 300 Treasurer, Paul Hogrogian Local 300 President, NY Congresswoman Carolyn Maloney (D-14th), & Willie Delgado - NYC Branch President



Above: Bobby Blum - Local 300 VP & NJ Cong. Michael Ferguson (R-7th)



Above: Bobby Blum Local 300 VP, Paul Hogrogian Local 300 President, Ray Bermudez Branch President DVD, Tommy Reid Branch President NJI/BMC, & NJ Congressman Albio Sires (D-13th)



Left: Bobby Blum - Local 300 VP, Paul Hogrogian Local 300 President, NJ Congressman Donald Payne (D-10th), & Steve Craig - Newark Branch President



Above: Paul Hogrogian Local 300 President, NY Congressman Edolphus Towns (D-10th), & Bobby Blum - Local 300 Vice President

Below: Tom Ruther Local 300 CTSEBM, Hiram Velez - Local 301 CTSEBM, CT Cong. Christopher Murphy (D-5th), Tim Dwyer Local 301 President, Neil Ryan Local 301 Treasurer



Labor Day 2007

Organized Labor Rallies in New York City

By Linda Yancey
Recording Secretary/Chair,
Local 300 Women's Caucus



On September 8, 2007 in New York City, at the north side of the World Trade Center site, Political leaders, City, State and Federal Union leaders, came together to fight for justice for the courageous workers who gave their time and ultimately their lives when they sifted through the ashes and debris to find the missing, at what is now called Ground Zero. This event, was sponsored by Denis Hughes, President of the NYS AFL-CIO and in partnership with the NYC Central Labor Council. The theme

of the rally was to support health care and compensation for the 9-11 responders.

It will be six years, (September 11, 2001) since terrorists attacked and killed over 3000 innocent Americans on the grounds of what used to be the World Trade Center. On this tragic day in history, little did anyone know that the attacks were only the beginning of the other evils yet to come. Who would have known that many workers from the FDNY, EMS, NYPD, the Port Authority and other volunteers who braved the soot and other toxins that were in the air would later succumb to severe respiratory and other health problems leading to death.

Democratic leaders like, NYC Congresswoman Carolyn Maloney, Senator Hillary Clinton, Congressmen Anthony Weiner, Charles Rangel and Jerrold Nadler, were among the many dignitaries speaking at the event. They all demanded that President Bush include adequate funding for the WTC Responders Health Program in his budget for fiscal year 2009.

At the rally, many

union leaders also spoke; of how although the Democrats have taken back congressional seats; they have not shown much promise in protecting and providing for working families. Lillian Roberts, Executive Director of New York City's largest public employees union, DC37 said; *"The current Democratic congress has not done much for the working class citizen in the way of lowering taxes for the middle class or protecting affordable housing."*

Ms. Roberts also said that in the upcoming elections; for the Democrats not to expect the unions and working families to have the "welcome mat" out unless they start showing some guts and better support working Americans.



Higher Level Management Details

By Joe Palau, Shop Steward Morgan P&DC

The Union will file grievances to vacate a Mail Handler's bid if management continues to have a Mail Handler detailed to an Acting Supervisor (204b) or in any Managerial (EAS) position for a period of four (4) months.

Article 12 of the National Agreement states that the employee's bid, ***"...shall be declared vacant and shall be posted for bid..."*** Any Mail Handler in any of these details should know that they are holding up a bid position and are hurting the Mail Handler craft by holding a bid that another Mail Handler might want to have. Local 300 will file a grievance each time management violates this provision in Article 12.

In addition, we also urge the Mail Handlers who are detailed to an EAS position, NOT TO FORGET what it is like to be a Mail Handler and continue to treat the craft with dignity and respect.

The Mail Handlers Benefit Plan

Compare. Enroll. Save.

Low 2008 premiums bring you more value than ever.



2008 MHBP Value Option Rates

	Federal Employees (Biweekly)	Postal Employees (Category 1 Biweekly)	Postal Employees (Category 2 Biweekly)	Annuity (Monthly)
Self Only	\$20.50	\$10.25	\$9.23	\$44.43
Self and Family	\$48.89	\$24.44	\$22.00	\$105.92

2008 MHBP Standard Option Rates

	Federal Employees (Biweekly)	Postal Employees (Category 1 Biweekly)	Postal Employees (Category 2 Biweekly)	Annuity (Monthly)
Self Only	\$52.23	\$28.05	\$26.04	\$113.17
Self and Family	\$111.17	\$56.29	\$51.71	\$240.87

2008 MHBP Consumer Option Rates

	Federal Employees (Biweekly)	Postal Employees (Category 1 Biweekly)	Postal Employees (Category 2 Biweekly)	Annuity (Monthly)
Self Only	\$33.80	\$16.90	\$15.21	\$73.24
Self and Family	\$76.60	\$38.30	\$34.47	\$165.98

These rates do not apply to all enrollees. If you are in a special enrollment category, please refer to your special FEHBP Guide or contact the agency which maintains your health benefits enrollment.

Enroll today! Open Season ends December 10, 2007.

Questions? **1.800.410.7778** www.mhbp.com

A single annual \$42 Mail Handlers Benefit Plan associate membership fee makes plans offered by MHBP available to you.

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This is a summary of the Mail Handlers Benefit Plan. Before making a final decision, please read the 2008 official Plan brochure (R171-007). All benefits are subject to the definitions, limitations and exclusions set forth in the 2008 official Plan brochure.

2007 BERNARD HOLLOWAY, JOHN A. ORCHARD, EDWARD J. MILLER, AND WALLY MERWIN MEMORIAL SCHOLARSHIP WINNERS!!!

The Local Union Council and members of Local 300 of the National Postal Mail Handlers Union are proud to announce the winners of the Bernard Holloway, John A. Orchard, Edward J. Miller, and Wally Merwin Memorial Scholarship Awards. Once again we have awarded four (4) \$1,000 scholarships for study at an accredited college, university, or trade school.



**Daughter of:
Tyrone Barnes
Newark
Branch**

Candace Barnes



**Qiao Zhau
NJ/BMC
Branch and
her daughter
Ruoqing
Zhou**



**Macarena
Gonzalez and
her father
Belfor
Gonzalez
Teterboro
Branch**

**Peter Miceli
NY L&DC
Branch and
his son
Daniel Miceli**



Local 300's National Scholarship Winners

We are please to annouce our winners for the
2007 NPMHU National Arthur S. Vallone Scholarship Awards.



**Amandia Hameed
(Labeeb Hameed - NY L&DC)**



**Steuart Kuamel
(Deloris Payne - Brooklyn)**

Schooldaze?



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the **educational
savings** and
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to union families.



www.UnionPlus.org/Education
EdMail-10/07

Vice President's Report

(Continued from Page 5)

decision by the Postal Service whether to consolidate Bronx mail into the Morgan facility in Manhattan. Recently the Office Inspector General released its findings on the proposed relocation of the Bronx mail. The OIG found that savings were **overstated in the amount of 1.4 million dollars**. Additionally the critical factor of both plant's performance was missing from the document. The Postal Service would have a burden in explaining relocating mail to a lesser performing plant if that was the case. Local 300 President Hogrogian requested this information but so far we have not received it. Manhattan elected officials including Rep. Jerry Nadler have written letters in opposition to the mail based upon additional nightmarish truck traffic increases and negative environmental impact. As Local President Hogrogian mentions in his article Rep Jose' Serrano has taken a very active role in the effort to stop this consolidation.



VP Bobby Blum addressing an anti-consolidation rally

As a result of the new contract either the Postal Service or the Union were permitted to implement negotiations on Local Memoranda of Understanding beginning September 1, 2007 and conclude no later than October 30, 2007. A number of facilities were targeted by the Postal Service include Brooklyn, Monmouth, Western Nassau and West Jersey. The Postal Service attempted to obtain givebacks from long established, hard fought benefits including but not limited to, light duty jobs, wash up time reductions and reduction in prime time vacation percentages. The Postal Service and Local 300 had until November 14, 2007 to identify any issues remaining in dispute and forward them to Area Representatives for possible resolution. Local 300 representatives were well prepared to defend its "turf" due to the training program conducted prior to negotiations given by Local President Hogrogian and National Trainer Sam D'Ambrosio.

The Postal Service is instituting a **Workers Compensation Analyst** program to aggressively investigate **Workers Compensation Fraud**. These **Analysts** are subcontracted, not "In House" workers. It was recently announced that **Global Options Group** an international firm has been awarded a contract to develop a program to combat **Workers Compensation Fraud**. Their duties include surveillance, videotaping,

analyze data from medical and OWCP records using computers and software, and make comprehensive reports to Postal Service management, the Inspection Service and Injury Compensation. In order to assist Local 300 Members with OWCP issues, Local 300 has begun to train branch "**OWCP Specialists**". This is being done by sending Branch Presidents, Shop Stewards and others to three day workshops conducted by OWCP. Local 300 is committed to having a minimum of one **OWCP Specialist** in each branch.

By the time you receive this newsletter a group of Local 300 Officers shall have attended a meeting with New York Metro Area Vice President and other USPS managers. Based upon our past experiences these meetings are always full of doom and gloom on how bad the Service is doing financially and the need to reduce positions. Incidentally the written report we are provided shows the constantly improved productivity of the workforce. Well if the doom and gloom scenario is not the fault of the workers, could it be the managers?

The Local 300 Council shall be given a report on this gathering at its next scheduled meeting on November 20, 2007. Other subjects that the Local Union Council shall address include finances, consolidations, outsourcing, the National Reassessment Process, casual issues and the 2008 National Convention. The next scheduled meeting of the Local 300 Executive Board is November 21, 2007. The Executive Board in addition to these subjects shall also address training, OWCP issues, FMLA concerns, legislative action, Flat Sequencing System and cost cutting measures. The minutes of both these meetings can be seen by going to our website at: www.local300npmhu.org.

2008 will be a significant election year. Please register to vote if you are not. Vote for Labor friendly candidates and incumbents who have the demonstrated their concern for the interests of Mail Handlers, working people and the entire trade movement. Vote to protect your jobs and your future!

In closing, congratulations to the following Officers who since our last issue have been appointed by the Local 300 Executive Board to fill vacant positions; Kevin Tabarus Local 300 Treasurer and Executive Board Member, Dawn Licata Branch President New York L&DC and Tom Hynes Branch President Kilmer. We are sure these dedicated Union Representatives shall serve the Membership with distinction. I also want wish all the best and thank you to former Kilmer Branch President Joe Soto who due to illness had to step down. Have a happy and healthy Holiday Season and New Year.

New Officers Appointed by the Executive Board

Since the spring issue of our newsletter, three (3) new officers have recently been appointed by the Executive Board to fill vacant positions. Article IV, Section 4 of the Uniform Local Union Constitution (ULUC) states in part: *"In the event of a vacancy in any office of this Local Union, the vacancy... shall be filled by majority vote of the Local Union Executive Board. Such vacancies shall be filled only for the unexpired term of office."*



Kevin Tabarus - Treasurer

Kevin started as a Mail Handler in 1987. He has been representing the Mail Handler craft since 1990 when he first became a shop steward at Hicksville, Long Island. Later he was certified as the Chief Steward of the Mid

Island P&DC. In 2001, Brother Tabarus was appointed as Branch President of the NY PMPC (now NY L&DC) Branch at Bethpage, NY and was elected to that position in 2002 & 2005. Brother Tabarus was Branch President of NY L&DC until 2007. In July of 2007, Kevin joined the Executive Board as Treasurer for Local 300 to fill the vacancy left by Jeff Perry's retirement. Kevin is also an Arbitration Advocate for Local 300. He has also been assigned to various projects such as the Editor for the Local 300 Newsletter and the Webmaster for Local 300's website. In addition, he has also worked with the National Office on the new grievance tracking system, GAINS2.



Thomas Hynes

Branch President Kilmer

Tom started as a Mail Handler in 2000. He has been representing the Mail Handler craft since 2003 when he first became a shop steward in Edison, New Jersey. Brother Hynes had been serving as Steward In Charge of the Kilmer Branch. In September of 2007, Tom joined the Local 300 Union Council as the Branch President of Kilmer, filling the vacancy by Joe Soto's retirement.



Dawn Licata - Branch President NY L&DC

Dawn started as a Mail Handler in 2001. She has been representing the Mail Handler craft since 2002 when she first became a shop steward in Bethpage, New York. Later she was certified as the Chief Steward of the NY L&DC Branch. Sister Licata has also served as a Judge of Election for Local 300. She is also an active member of the Local 300 Women's Caucus. In September of 2007, Dawn joined the Local 300 Union Council filling the Branch President vacancy at NY L&DC.

Partnerships - By Linda Yancey

(Continued from Page 7)

and job security. A dialogue has to continue with each other through the use of our labor unions, women's organizations, and through volunteer groups on how we can keep our successes going and how we can prosper "more" from the successes so many of us have painfully struggled achieve.

Humanity is a divine discovery. The fact that we all breathe, bleed, feel pain, (and hopefully feel shame) is no accident. "*Mi Casa, Tu Casa*" this wonderful Spanish saying of "*my house, your house*" should be the focus of our attention in that, any stone that hits home

hurts everyone. Any man, woman or child's fight for dignity, respect, and civil rights is everyone's fight. We should be trying to stop the "enormous disconnect" from what is "socially and morally correct". We need to get back into the business of being activists and join with the labor movement, the women's movement and volunteer organizations. Then we can focus our attention on the larger picture of choosing political leaders that will help us to secure our borders, keep a solid foundation for workers rights, health care, and our financial and ecological stability. Let's reaffirm our commitment to these organizations and focus on protecting our social security, retirement benefits, and any other govern-

ment subsidies that aid us as working families. And how about global warming... Yeah, that's a fact too. If we don't start thinking "green" soon the next generation will suffer.

One day, after having a conversation with a friend about these issues and certain other events that had unfolded around the country, he (emailed) me this very profound thought, he said; "*WAITING FOR SOMETHING TO HAPPEN SHOULD NOT DEFINE OUR WAKE UP CALL TO BASIC DECENCY, OR CIVIL RIGHTS*". No truer statement has ever been made than that one my friends. We have to get back to the business of being a strong nation and not reject events of misfortune as be- *(Con't next page)*

FMLA Coordinators Gone Wild

By Tom Mullahey, Chief Steward Tour 2 BMC

The FMLA (Family and Medical Leave Act) is simple. The law protects a person's job in the event that they must miss work due to a serious medical condition (their own or that of a child, parent, and spouse or the birth or adoption of a child).

After investing millions in training supervisors on the law, the Postal Service has handed the job off to "FMLA Coordinators." In theory, this coordinator is trained to understand the Act and help supervisors apply it properly. But some Coordinators have run amok. In June 2007, Arbitrator Cannavo sustained a grievance where a worker a Mid-Hudson P&DC had been wrongfully fired for use of leave that should have been FMLA protected. In that case, arbitrator noted that all the relevant managers were aware of the worker's serious medical condition, yet they allowed the Coordinator Wendy Conley to have unchecked power in denying FMLA approval. Arbitrator Cannavo states that "Deserving and qualified employees should not have to choose between discipline and convalescence. This is what the FMLA was intended to avoid."

FMLA Coordinators continue to pervert the law at the expense of employees and family members with serious illnesses. The FMLA, intended to reduce job stress for a worker dealing with medical problems, is turned on its head. The doctor and the patient are burdened by petty and confusing instructions. The rules keep being changed.

Recently, the NNJ Coordinator, Pat Moschella, has unleashed a blitz of requests for a "waiver" to

have the Postal doctor call the employee's doctor for "clarification." Such requests, which should be the exception, have become the rule. In most cases, the FMLA certification in question are for chronic conditions that have been approved in the past for the same employee, with the same doctor.

This is simply a form of harassment to delay and deny our rights to FMLA. The patient still has asthma, hypertension, lupus, or other chronic illness. Last year, this was an accepted serious condition. This year, at Moschella's whim, the same illness is questioned.

Worse yet, the status remain in limbo for weeks after the waiver has been signed. No one in management seems to know what the procedure is. If you try to call the FMLA coordinator, voice mail tells you: "if you are an employee, your call will be returned."

No one has the right to trivialize serious health conditions that you or your family are suffering. The FMLA Coordinator is an administrator, not a medical professional. Your doctor should not have to include private medical details on the FMLA form.

At the local level, we requested meetings to cut through the nonsense. Workers should file grievances and EEO complaints and call their Congressmen. Local 300 calls on management to enforce the statement of Arbitrator Cannavo: "The job of FMLA Coordinator is not only to protect the interests of the Postal Service and be certain that the Act is not abused, but **also to protect the interests of deserving employees.**"

Partnerships - By Linda Yancey

(Continued from Page 22)

ing "other people's problems". We have to move past arrogance, and prejudice; and change the way we talk, think, and challenge each other. Let's respect the diversity of people and the achievements people have made, that has made all of our lives so great.

"May the struggles that bind us together be remembered forever; championed forever; and injustice and indifference be tolerated never".



Local 300 Women's Caucus Meeting 7/10/07
Yvette Johnson, Linda Yancey, Minerva Fuentes, Gwen Green, Alberta Prieto, Dawn Licata, & Lucy Lombardo

(Right)
Women's
Caucus
Member
Tina Crenshaw
NJ L&DC



(Right)
Women's
Caucus
Member
Myra
Williams-Orr
Stamford, CT



Recent Arbitration Decisions

**By Paul Hogrogian,
Local 300 President**

The following awards and decisions were recently issued within the jurisdiction of Local 300. Local 300's arbitration advocates should once again be commended for their superlative performances.

**To All Local 300 Advocates:
"CONGRATULATIONS AND
THANK YOU FOR A JOB WELL
DONE. KEEP UP THE GOOD
WORK!!!"**

(1) Arbitrator Garry Wooters ruled that the USPS violated the National Agreement when it improperly employed casual employees in lieu of career Mail Handlers in Stamford Connecticut. The arbitrator awarded back pay. Connecticut State Executive Board Member Thomas Ruther represented Local 300.

(2) Arbitrator Sherrie Rose Talmadge overturned a removal issued to a Brooklyn Mail Handler for attendance related infractions. The arbitrator ruled that the employee made a good faith effort to submit documentation covering her absence. NY State Executive Board Member Lawrence Hill was Local 300's arbitration advocate.

(3) APWU Arbitrator Michael Pecklers ruled that the USPS did not violate the National Agreement when it used Mail Handler craft employees to drive out late, missent/missort mail to Associate offices. Vice President Robert Blum represented Local 300.

(4) Arbitrator Joseph Cannavo ruled that the Postal Service

violated the National Agreement by not converting Part-Time Flexible Mail Handlers to Full-Time status. The arbitrator ruled that the Postal Service did not "maximize" the number of full-time positions at the NY L&DC in Bethpage. Local 300 Treasurer Kevin Tabarus was Local 300's arbitration advocate.

(5) Arbitrator Cannavo ruled that the Postal Service violated the National Agreement when it denied the request of a NJI & BMC Mail Handler for LWOP in lieu of Annual Leave. The arbitrator granted the LWOP request. NJ State Executive Board Member Charles Price was Local 300's arbitration advocate.

(6) Arbitrator Sherrie Rose Talmadge ruled that a grievance was arbitrable even though the Union raised arguments that were not cited on the Step 2 Standard Grievance Form. The arbitrator quoted the Contract Interpretation Manual (CIM) which stated that all arguments must be disclosed no later than Step 3 of the Grievance/Arbitration procedure. NJI/BMC Arbitration Advocate Tom Mullahey was Local 300's advocate for this grievance.

(7) Arbitrator Joseph Cannavo modified a Removal issued to a DVD Mail Handler for Unacceptable Behavior/Insubordination. The arbitrator cited mitigating circumstances. Local 300 Arbitration Advocate Bernard Schramm represented Local 300.

(8) Arbitrator Robert Tim Brown ruled that the Postal Service violated the National

Agreement when it assigned work at the straight-time rate to casuals before assigning such work to available PTFs from other tours. The arbitrator awarded PTF Mail Handlers from JFK pay at their straight-time rate. JFK Branch President Stan Howard represented Local 300.

(9) Arbitrator Sherrie Rose Talmadge ruled that the Postal Service violated the National Agreement when it denied Administrative Leave to Mid Island Mail Handlers for the March 2001 snow storm. The arbitrator awarded a monetary remedy. Mid Island Branch President Robert Lussos was Local 300's advocate.

(10) Arbitrator Joseph Cannavo rescinded a Removal issued to a Mid Island Mail Handler for "Submitting a Falsified Workers' Compensation Claim." The arbitrator overturned the removal based on several due process violations including the fact that the removal was issued 15 months after the alleged incident. The arbitrator awarded full back pay. Mid Island Branch President Robert Lussos represented Local 300 as arbitration advocate.

(11) Arbitrator Cannavo ruled that the Postal Service violated the National Agreement when it denied/delayed a transfer request to a NY L&DC Mail Handler who requested a transfer to Morgan P&DC in NYC. The arbitrator ordered that the Grievant's seniority be amended and that she be converted to full-time status. Treasurer Kevin Tabarus was Local 300's advocate.

(Continued on Page 25)

Recent Arbitration Decisions

Continued from Page 24

(12) Arbitrator Robert Tim Brown ruled that the Postal Service violated the National Agreement when it did not maintain the proper ratio of Full-Time to Part-Time Mail Handlers. Mid Island Branch President Robert Lussos represented Local 300.

(13) Arbitrator Robert Tim Brown ruled that the Postal Service had unnecessarily delayed a DVD Mail Handler's return to duty following a pre-arbitration settlement that resolved the Notice of Removal issued to the Mail Handler. The arbitrator also awarded back pay. Local 300 Vice President Robert Blum advocated this grievance.

(14) Arbitrator Sherrie Rose Talmadge overturned a Notice of Removal issued to a Westchester Mail Handler for allegedly falsifying his employment forms by omitting an earlier conviction that he mistakenly believed was sealed. Westchester Arbitration Advocate Andrew Piacente advocated this arbitration for Local 300.

(15) Arbitrator Garry Wooters ruled that a grievance was arbitrable even though the grievance was not filed until 15 days after the violation. The arbitrator ruled that the Postal Service had waived its right to challenge the timeliness of a grievance when it did not raise the issue in the Step 2 decision. Bronx Arbitration Advocate William Freeman was Local 300's advocate for this grievance.

(16) Arbitrator Sherrie Rose Talmadge overturned a removal issued to a Brooklyn for attendance

related infractions (CAWOL).

The arbitrator cited mitigating circumstances including the Mail Handler's 18 years of dependable service. NY State Executive Board Member Lawrence Hill was Local 300's arbitration advocate.

(17) Arbitrator Garry Wooters ruled that the Postal Service violated the National Agreement by not assigning a higher-level detail to a Mail Handler from the immediate work area. Bronx Arbitration Advocate William Freeman was Local 300's advocate for this grievance.

(18) Arbitrator Robert Tim Brown rescinded a Removal issued to an NJI & BMC Mail Handler for an alleged crime situation. The arbitrator overturned the removal based on the "woefully inadequate investigation by the Inspection Service." The arbitrator awarded limited back pay. NJI & BMC Arbitration Advocate Tom Mullahey was Local 300's advocate for this grievance.

(19) Arbitrator Amy Lynne Itzla, in an expedited award, rescinded a Letter of Warning issued to a Westchester Mail Handler for allegedly being out of her work area. Westchester Arbitration Advocate Andrew Piacente represented Local 300 in this arbitration.

(20) Arbitrator Linda Chin, in an expedited award, rescinded a Letter of Warning issued to a Westchester Mail Handler for not reporting to duty on a holiday. The Mail Handler had supplied documentation for the absence. Westchester

Arbitration Advocate Andrew Piacente represented Local 300 in this arbitration.

(21) Arbitrator Linda Chin, in expedited award, modified a 7 Day Suspension issued to a Brooklyn Mail Handler for allegedly being out of her work area. Brooklyn Arbitration Advocate Yvette Johnson advocated this arbitration for Local 300.

(22) Arbitrator Jeannie Mongiello, in expedited award, modified a 14 Day Suspension issued to a Westchester Mail Handler for "Verbal and Physical Assault with the SDO." The arbitrator ruled that the behavior did not rise to the level of a violation of the Zero Tolerance on Violence policy. Westchester Arbitration Advocate Andrew Piacente represented Local 300 in this arbitration.

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WEB-03/05

LMOU - Local Negotiations TRAINING

Local 300 presented a Training Program on July 10, 2007 for LMOU (Local Agreement) Negotiations. Local 300 continues to implement its aggressive training programs. It was another successful and informative training program presented by Nat'l Shop Steward Trainer Sam D'Ambrosio and Local 300 President Paul Hogrogian



The following Union Representatives participated in the program pictured above...

Seated (l-r): Jim Perkins - Branch President Mid Hudson, Dawn Licata - Branch President NYL&DC, Linda Yancey - Local 300 Recording Secretary, Yvette Johnson - Chief Steward Brooklyn, Kevin Tabarus - Local 300 Treasurer, Vinny Sapone - Steward in Charge Staten Island. **Standing (l-r):** Steven Craig - Branch President Newark, Al Lombardi - Branch President Teterboro, Trevor Stuart - Branch President Flushing, Steve Schiff - Branch President Westchester, Bob Lussos - Branch President Hicksville/Mid Island, Ray Bermudez - Branch President DVD, Don Utz - Branch President Stamford, Larry Hill - Local 300 NY State Rep., Kevin Brooks - Shop Steward Western Nassau, Tom Ruther - Local 300 Connecticut State Rep., James Smoot - Branch President NJL&DC, Willie Delgado, Branch President NYC, Andre Spence - Branch President Bronx, Charlie Price - Local 300 NJ State Rep., Brian Odums - Branch President West Jersey, Bobby Blum - Local 300 Vice President & Branch President Monmouth, Stan Howard - Branch President ISC/JFK, Tommy Reid - Branch President NJI/BMC, Sam D'Ambrosio - NPMHU National Trainer, Tom Hynes - Branch President Kilmer, and Paul Hogrogian - Local 300 President.



Local 300 Recognized

Local 300 received recognition for
OUTSTANDING PROMOTIONAL EFFORTS
for the
Mail Handlers Benefit Plan
for the Northeast Region.

Paul Hogrogian is pictured holding the award
with Local 300 Treasurer Kevin Tabarus and
Local 300 Vice President Bobby Blum

Mail Handlers (RSC M) Schedule
Effective November 24, 2007 (PP 25-2007)
Full-Time Annual Basic Rates

Level	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
4	28,850	33,066	38,347	40,844	44,518	44,813	45,116	45,409	45,709	46,006	46,310	46,604	46,903	47,201	47,498	47,795	48,094
5	30,333	34,552	40,195	42,760	45,242	45,562	45,887	46,201	46,524	46,849	47,167	47,487	47,804	48,129	48,450	48,768	49,088

Full-Time Regular Bi-Weekly Basic Rates

Level	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
4	1,109.62	1,271.77	1,474.88	1,570.92	1,712.23	1,723.58	1,735.23	1,746.50	1,758.04	1,769.46	1,781.15	1,792.46	1,803.96	1,815.42	1,826.85	1,838.27	1,849.77
5	1,166.65	1,328.92	1,545.96	1,644.62	1,740.08	1,752.38	1,764.88	1,776.96	1,789.38	1,801.88	1,814.12	1,826.42	1,838.62	1,851.12	1,863.46	1,875.69	1,888.00

Part-Time Regular Employees - Hourly Basic Rates

Level	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
4	13.87	15.90	18.44	19.64	21.40	21.54	21.69	21.83	21.98	22.12	22.26	22.41	22.55	22.69	22.84	22.98	23.12
5	14.58	16.61	19.32	20.56	21.75	21.90	22.06	22.21	22.37	22.52	22.68	22.83	22.98	23.14	23.29	23.45	23.60

Part-Time Flexible Employees - Hourly Basic Rates

Level	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
4	14.43	16.53	19.17	20.42	22.26	22.41	22.56	22.70	22.85	23.00	23.16	23.30	23.45	23.60	23.75	23.90	24.05

Overtime All Employees - Hourly Rates

Level	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
4	20.81	23.85	27.66	29.46	32.10	32.31	32.54	32.75	32.97	33.18	33.39	33.62	33.83	34.04	34.26	34.47	34.68
5	21.87	24.92	28.98	30.84	32.63	32.85	33.09	33.32	33.56	33.78	34.02	34.25	34.47	34.71	34.94	35.18	35.40

Step Increase Waiting Periods (In Weeks)

Steps (from-to)	AA-A	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	O-P
	88	88	88	44	44	44	44	44	44	44	34	34	26	26	24	24

NOTE: This schedule reflects 1.2% general increase effective November 25, 2007 (PP 25-2007)

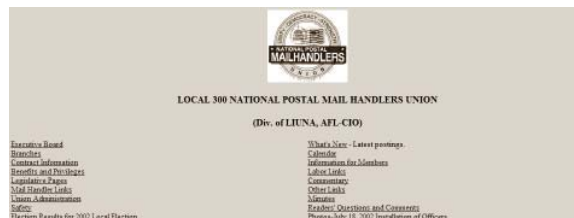
New Webpage

By: **Kevin Tabarus** - *Treasurer (and Webpage Editor)*

The local webpage has been completely **redesigned**. We will constantly be adding more useful information in the near future. Local 300 was able to redesign the webpage at no additional cost, than the previous version. Give us a click at www.local300npmhu.org You'll find updated information as it happens on the homepage. There is also information about Local 300, the largest and best NPMHU Local in the country.

From the webpage, you can contact all officers directly via email. There is also other contact information, such as mailing addresses, phone numbers, and fax numbers for the branches within Local 300.

There is a "RESOURCE" page for the membership which contains important information such as: the National




www.local300npmhu.org - BEFORE

Agreement,
Contract
Interpretation
Manual (CIM),
Payscale,

Postal Handbooks & Manuals, forms, and much more. There are plenty of photos of the recent events, membership meetings

and social activities. We also have a webpage containing related links for your convenience. If you have any suggestions please send an email or call Kevin.tabarus@local300npmhu.org Click on the webpage to watch as we transform our website into one of the most informative in the country.



LOCAL 300
NATIONAL POSTAL MAIL HANDLERS UNION
AFL-CIO-CLC

"An injury to one, is an injury to all."

Representing the NY Metro Area of NY, NJ, & CT - The NPMHU's best and largest local in the country

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Mail Handlers Benefit Plan Announces New MHPB Value Option Plan for 2008

The Mail Handlers Benefit Plan is offering a new PPO plan called the Value Option, which is available to the four million federal employees and retirees who are eligible for health benefits under the FEHBP. The MHPB Value Option provides a new, more affordable alternative to FEHBP health plans for members who are looking to lower their health plan premiums. This plan offers the lowest premium of all national PPO plans available in FEHBP. [See: Newsletter from MHPB](#) For more info on the plans for 2008, check out www.mhbp.com

NO EARLY RETIREMENT FOR CSRS Employees (from USPS HQ.)

RUMOR HAS IT... WRONG
Bogus USPS early out/buyout letter making the rounds.

A letter purporting to offer USPS employees in the Civil Service Retirement System (CSRS) an early out or a buyout by December 2008 is bogus.

Someone cleverly copied sections from a legitimate offer by another government agency to its CSRS employees, substituted "USPS" at key points, and sent it to USPS employees. The letter has been photocopied and is surfacing in different sections of the country as an official USPS letter, prompting numerous inquiries into its legitimacy.

"The Postal Service has no plans to offer mass early outs or buyouts to any employees — CSRS or otherwise," said Chief Human Resources Officer Anthony Vegliante.

ISC/JFK Branch Membership Meeting

On October 20, 2007 the ISC/JFK Branch of Local 300 held their **general membership meeting**. ISC/JFK Branch President Stan Howard presented his report on the issues at the installation. There were numerous issues addressed and discussed. New business discussed included: Bid Withholding, Retro Bids, FMLA Certification, A Hanging Noose Incident, Safety, Political Action (PAC FUND) and an open forum for the members. [For more click here...](#)

Local 300 Meets with local Congressional Leaders

On October 9, 2007 Local President Paul Hogrogian

Calendar of Events

OPEN SEASON DATES:
11/12/07 to 12/10/07 for FEHBP, FEDVIP, FSAFEDS

10/29 & 10/30/07 Health Fair Morgan P&DC 7AM-6PM

11/1/07 Health Fair Flushing P&DC 6AM-6PM


11/2/07 Health Fair Bronx P&DC 4:30PM

11/5/07 Health Fair Brooklyn P&DC 4:30PM

Local 300 Clothing & Apparel

Due to popular demand, Local 300 will be offering "Local 300 Merchandise" for purchase at cost. The following items will be available in the future: Baseball Hats, Work Aprons, Work Smocks, and T-Shirts. **These items will be available in the immediate future.**

For the Spring Issue of the... "Local 300 Mail Handler News" click on RESOURCES, on the left of the page.



Next Newsletter - Deadline

The deadline for articles for the Fall Issue of Local 300 Mail Handler News is 11/1/07. Please send articles via email to Kevin.Tabarus - Treasurer at Local 300 HQ

www.local300npmhu.org - AFTER

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